

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
TEAMSTERS LOCAL UNION No. 856
SALARY SCHEDULES 5 THROUGH 23
2026 - 2027

3% increase effective 7/1/2026

JOB TITLE	DAYS	SCHEDULE	RANGE	STEP 1			STEP 2			STEP 3			STEP 4			STEP 5		
				Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
ABA AIDE	208	10	58	\$43,701.51	\$3,972.86	\$28.01	\$45,644.01	\$4,149.46	\$29.26	\$47,782.32	\$4,343.85	\$30.63	\$49,811.84	\$4,528.35	\$31.93	\$52,117.98	\$4,738.00	\$33.41
ACADEMIC SUPPORT PROVIDER	208	10	64	\$49,811.84	\$4,528.35	\$31.93	\$49,811.84	\$4,528.35	\$31.93	\$49,811.84	\$4,528.35	\$31.93	\$49,811.84	\$4,528.35	\$31.93	\$49,811.84	\$4,528.35	\$31.93
ACCOUNTANT II	260	5	65	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17
ACCOUNTING TECHNICIAN	260	5	65	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17
ACCOUNTS PAYABLE TECHNICIAN	260	5	65	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17
ADMINISTRATIVE TECHNICIAN	260	5	63	\$61,060.01	\$5,088.33	\$31.31	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45
ADMINISTRATIVE TECHNICIAN BILINGUAL	260	5	64	\$62,264.21	\$5,188.68	\$31.93	\$65,148.86	\$5,429.07	\$33.41	\$68,192.76	\$5,682.73	\$34.97	\$71,320.09	\$5,943.34	\$36.57	\$74,576.30	\$6,214.69	\$38.24
APPRENTICE	260	5	62	\$59,726.87	\$4,977.24	\$30.63	\$62,264.21	\$5,188.68	\$31.93	\$65,148.86	\$5,429.07	\$33.41	\$68,192.76	\$5,682.73	\$34.97	\$71,320.09	\$5,943.34	\$36.57
ASSESSMENT TECHNICIAN	260	5	62	\$59,726.87	\$4,977.24	\$30.63	\$62,264.21	\$5,188.68	\$31.93	\$65,148.86	\$5,429.07	\$33.41	\$68,192.76	\$5,682.73	\$34.97	\$71,320.09	\$5,943.34	\$36.57
ASSISTIVE TECHNOLOGY PARAPROFESSNAL	208	10	55	\$41,006.89	\$3,727.90	\$26.29	\$42,778.43	\$3,888.95	\$27.42	\$44,699.20	\$4,063.56	\$28.65	\$46,753.55	\$4,250.32	\$29.97	\$48,848.34	\$4,440.76	\$31.31
ATTENDANCE CLERK	225	14	56	\$45,259.45	\$4,114.50	\$26.82	\$47,273.26	\$4,297.57	\$28.01	\$49,374.53	\$4,488.59	\$29.26	\$51,687.61	\$4,698.87	\$30.63	\$53,883.00	\$4,898.45	\$31.93
ATTENDANCE CLERK	260	5	56	\$52,299.86	\$4,358.32	\$26.82	\$54,626.39	\$4,552.20	\$28.01	\$57,056.06	\$4,754.67	\$29.26	\$59,726.87	\$4,977.24	\$30.63	\$62,264.21	\$5,188.68	\$31.93
ATTENDANCE ENROLLMENT TECHNICIAN	260	5	65	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17
ATTENDANCE/ENROLLMENT SPECIALIST	260	5	71	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00	\$83,682.22	\$6,973.52	\$42.91	\$87,555.72	\$7,296.31	\$44.90
AUDIO VISUAL TECHNICIAN	260	5	73	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00	\$83,682.22	\$6,973.52	\$42.91	\$87,555.72	\$7,296.31	\$44.90	\$91,781.10	\$7,648.43	\$47.07
AUDIOMETRIST	260	5	60	\$57,056.06	\$4,754.67	\$29.26	\$59,726.87	\$4,977.24	\$30.63	\$62,264.21	\$5,188.68	\$31.93	\$65,148.86	\$5,429.07	\$33.41	\$68,192.76	\$5,682.73	\$34.97
AUTO MECHANIC	260	5	73	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00	\$83,682.22	\$6,973.52	\$42.91	\$87,555.72	\$7,296.31	\$44.90	\$91,781.10	\$7,648.43	\$47.07
BABYSITTER	208	10	27	\$29,275.59	\$2,661.42	\$18.77	\$29,275.59	\$2,661.42	\$18.77	\$29,275.59	\$2,661.42	\$18.77	\$29,275.59	\$2,661.42	\$18.77	\$29,275.59	\$2,661.42	\$18.77
BILINGUAL ASSESSMENT AND REGISTRATION TECHNICIAN	260	5	64	\$62,264.21	\$5,188.68	\$31.93	\$65,148.86	\$5,429.07	\$33.41	\$68,192.76	\$5,682.73	\$34.97	\$71,320.09	\$5,943.34	\$36.57	\$74,576.30	\$6,214.69	\$38.24
BILINGUAL ASSESSMENT TECHNICIAN	260	5	63	\$61,060.01	\$5,088.33	\$31.31	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45
BILINGUAL PARAPROFESSIONAL	208	10	49	\$35,940.86	\$3,267.35	\$23.04	\$37,566.31	\$3,415.12	\$24.08	\$39,253.96	\$3,568.54	\$25.16	\$41,006.89	\$3,727.90	\$26.29	\$42,778.43	\$3,888.95	\$27.42
BUDGET TECHNICIAN	260	5	65	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17
BUILDING MAINTENANCE WORKER	260	5	60	\$57,056.06	\$4,754.67	\$29.26	\$59,726.87	\$4,977.24	\$30.63	\$62,264.21	\$5,188.68	\$31.93	\$65,148.86	\$5,429.07	\$33.41	\$68,192.76	\$5,682.73	\$34.97
CAMPUS SAFETY SPECIALIST I	227	16	54	\$43,653.73	\$3,968.52	\$25.64	\$45,661.73	\$4,151.07	\$26.82	\$47,693.47	\$4,335.77	\$28.01	\$49,813.43	\$4,528.49	\$29.26	\$52,147.05	\$4,740.64	\$30.63
CAMPUS SAFETY SPECIALIST II	227	16	63	\$53,310.08	\$4,846.37	\$31.31	\$55,595.33	\$5,054.12	\$32.66	\$58,303.43	\$5,300.31	\$34.25	\$60,959.68	\$5,541.79	\$35.81	\$63,757.59	\$5,796.14	\$37.45
CARPENTER	260	5	73	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00	\$83,682.22	\$6,973.52	\$42.91	\$87,555.72	\$7,296.31	\$44.90	\$91,781.10	\$7,648.43	\$47.07
CARPENTER/CABINET MAKER TRAINEE	260	5	56	\$52,299.86	\$4,358.32	\$26.82	\$54,626.39	\$4,552.20	\$28.01	\$57,056.06	\$4,754.67	\$29.26	\$59,726.87	\$4,977.24	\$30.63	\$62,264.21	\$5,188.68	\$31.93
CASEMIS TECHNICIAN	260	5	66	\$65,148.86	\$5,429.07	\$33.41	\$68,192.76	\$5,682.73	\$34.97	\$71,320.09	\$5,943.34	\$36.57	\$74,576.30	\$6,214.69	\$38.24	\$77,969.02	\$6,497.42	\$39.98
COMMUNICATIONS ASSISTANT	260	5	74	\$77,969.02	\$6,497.42	\$39.98	\$81,683.30	\$6,806.94	\$41.89	\$85,499.18	\$7,124.93	\$43.85	\$89,480.34	\$7,456.70	\$45.89	\$93,596.50	\$7,799.71	\$48.00
CONCRETE MASON	260	5	73	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00	\$83,682.22	\$6,973.52	\$42.91	\$87,555.72	\$7,296.31	\$44.90	\$91,781.10	\$7,648.43	\$47.07
CUSTODIAN	260	5	52	\$47,918.31	\$3,993.19	\$24.57	\$50,000.67	\$4,166.72	\$25.64	\$52,299.86	\$4,358.32	\$26.82	\$54,626.39	\$4,552.20	\$28.01	\$57,056.06	\$4,754.67	\$29.26
CUSTODIAN SPECIAL EDUCATION PRESCHOOL	260	5	56	\$52,299.86	\$4,358.32	\$26.82	\$54,626.39	\$4,552.20	\$28.01	\$57,056.06	\$4,754.67	\$29.26	\$59,726.87	\$4,977.24	\$30.63	\$62,264.21	\$5,188.68	\$31.93
DATA ENTRY CLERK	225	14	52	\$41,467.10	\$3,769.74	\$24.57	\$43,269.12	\$3,933.56	\$25.64	\$45,259.45	\$4,114.50	\$26.82	\$47,273.26	\$4,297.57	\$28.01	\$49,374.53	\$4,488.59	\$29.26
DENTAL PROGRAM CLERICAL CLERK	208	10	53	\$39,253.96	\$3,568.54	\$25.16	\$41,006.89	\$3,727.90	\$26.29	\$42,778.43	\$3,888.95	\$27.42	\$44,699.20	\$4,063.56	\$28.65	\$46,753.55	\$4,250.32	\$29.97
DESKTOP SUPPORT TECHNICIAN	260	5	71	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00	\$83,682.22	\$6,973.52	\$42.91	\$87,555.72	\$7,296.31	\$44.90
DROPOUT PREVENTION SPECIALIST	260	5	57	\$53,473.76	\$4,456.15	\$27.42	\$55,873.09	\$4,656.09	\$28.65	\$58,443.81	\$4,870.32	\$29.97	\$61,060.01	\$5,088.33	\$31.31	\$63,815.75	\$5,317.98	\$32.73
DUPLICATION SPECIALIST	260	5	57	\$53,473.76	\$4,456.15	\$27.42	\$55,873.09	\$4,656.09	\$28.65	\$58,443.81	\$4,870.32	\$29.97	\$61,060.01	\$5,088.33	\$31.31	\$63,815.75	\$5,317.98	\$32.73
EARLY LEARNING COMMUNITY WORKER	260	5	52	\$47,918.31	\$3,993.19	\$24.57	\$50,000.67	\$4,166.72	\$25.64	\$52,299.86	\$4,358.32	\$26.82	\$54,626.39	\$4,552.20	\$28.01	\$57,056.06	\$4,754.67	\$29.26
EL GRADUATE TUTOR BILINGUAL	208	10	69	\$55,857.32	\$5,077.94	\$35.81	\$58,421.04	\$5,311.00	\$37.45	\$61,110.97	\$5,555.54	\$39.17	\$63,956.17	\$5,814.20	\$41.00	\$66,945.77	\$6,085.98	\$42.91
EL PRESCHOOL INST. ASST BILINGUAL	208	10	45	\$33,146.76	\$3,013.34	\$21.25	\$34,489.42	\$3,135.40	\$22.11	\$35,940.86	\$3,267.35	\$23.04	\$37,566.31	\$3,415.12	\$24.08	\$39,253.96	\$3,568.54	\$25.16
EL PRESCHOOL INSTRUCTIONAL ASSISTANT	208	10	44	\$32,332.48	\$2,939.32	\$20.73	\$33,759.04	\$3,069.00	\$21.64	\$35,111.03	\$3,191.91	\$22.51	\$36,711.63	\$3,337.42	\$23.53	\$38,333.99	\$3,484.91	\$24.57

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TEAMSTERS LOCAL UNION No. 856
SALARY SCHEDULES 5 THROUGH 23
2026 - 2027

3% increase effective 7/1/2026

JOB TITLE	DAYS	SCHEDULE	RANGE	STEP 1			STEP 2			STEP 3			STEP 4			STEP 5		
				Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
EL TK INSTRUCTIONAL ASSISTANT	208	10	45	\$33,146.76	\$3,013.34	\$21.25	\$34,489.42	\$3,135.40	\$22.11	\$35,940.86	\$3,267.35	\$23.04	\$37,566.31	\$3,415.12	\$24.08	\$39,253.96	\$3,568.54	\$25.16
EL TK INSTRUCTIONAL ASSISTANT BILINGUAL	208	10	46	\$33,759.04	\$3,069.00	\$21.64	\$35,111.03	\$3,191.91	\$22.51	\$36,711.63	\$3,337.42	\$23.53	\$38,333.99	\$3,484.91	\$24.57	\$39,999.89	\$3,636.35	\$25.64
ELECTRICIAN	260	5	73	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00	\$83,682.22	\$6,973.52	\$42.91	\$87,555.72	\$7,296.31	\$44.90	\$91,781.10	\$7,648.43	\$47.07
ELECTRONICS TECHNICIAN	260	5	73	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00	\$83,682.22	\$6,973.52	\$42.91	\$87,555.72	\$7,296.31	\$44.90	\$91,781.10	\$7,648.43	\$47.07
ELEMENTARY PLAYGROUND SUPERVISOR	208	10	40	\$30,330.73	\$2,757.34	\$19.44	\$30,330.73	\$2,757.34	\$19.44	\$30,330.73	\$2,757.34	\$19.44	\$30,330.73	\$2,757.34	\$19.44	\$30,330.73	\$2,757.34	\$19.44
EQ. CONTROL WAREHOUSE/WORKER DRIVER	260	5	67	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00
EQUIPMENT MECHANIC	260	5	67	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00
FACILITIES USE TECHNICIAN	260	5	65	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17
FIELD & FACILITIES USE WORKER	260	5	56	\$52,299.86	\$4,358.32	\$26.82	\$54,626.39	\$4,552.20	\$28.01	\$57,056.06	\$4,754.67	\$29.26	\$59,726.87	\$4,977.24	\$30.63	\$62,264.21	\$5,188.68	\$31.93
FIELD MAINTENANCE GROUNDS KEEPER	260	5	59	\$55,873.09	\$4,656.09	\$28.65	\$58,443.81	\$4,870.32	\$29.97	\$61,060.01	\$5,088.33	\$31.31	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25
FIELD MAINTENANCE GROUNDSKEEPER LEADWORKER	260	5	65	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17
FOOD PRODUCTION LEAD WORKER	208	10	55	\$41,006.89	\$3,727.90	\$26.29	\$42,778.43	\$3,888.95	\$27.42	\$44,699.20	\$4,063.56	\$28.65	\$46,753.55	\$4,250.32	\$29.97	\$48,848.34	\$4,440.76	\$31.31
FOOD SERVICE AIDE	208	10	43	\$31,710.88	\$2,882.81	\$20.33	\$33,146.76	\$3,013.34	\$21.25	\$34,489.42	\$3,135.40	\$22.11	\$35,940.85	\$3,267.35	\$23.04	\$37,566.31	\$3,415.12	\$24.08
FOOD SERVICE AIDE/CLERK	208	10	47	\$34,489.42	\$3,135.40	\$22.11	\$35,940.86	\$3,267.35	\$23.04	\$37,566.31	\$3,415.12	\$24.08	\$39,253.96	\$3,568.54	\$25.16	\$41,006.89	\$3,727.90	\$26.29
FOOD SERVICE COMMUNICATION TECHNOLOGY SPECIALIST	260	5	74	\$77,969.02	\$6,497.42	\$39.98	\$81,683.30	\$6,806.94	\$41.89	\$85,499.18	\$7,124.93	\$43.85	\$89,480.34	\$7,456.70	\$45.89	\$93,596.50	\$7,799.71	\$48.00
FOOD SERVICE DRIVER WAREHOUSE WORKER	260	5	63	\$61,060.01	\$5,088.33	\$31.31	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45
FOOD SERVICE OPERATIONS ASSISTANT	260	5	65	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17
FOOD SERVICE TRANSPORT DRIVER	260	5	63	\$61,060.01	\$5,088.33	\$31.31	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45
FOOD SERVICE WORKER I	208	10	45	\$33,146.76	\$3,013.34	\$21.25	\$34,489.42	\$3,135.40	\$22.11	\$35,940.86	\$3,267.35	\$23.04	\$37,566.31	\$3,415.12	\$24.08	\$39,253.96	\$3,568.54	\$25.16
FOOD SERVICE WORKER II	208	10	53	\$39,253.96	\$3,568.54	\$25.16	\$41,006.89	\$3,727.90	\$26.29	\$42,778.43	\$3,888.95	\$27.42	\$44,699.20	\$4,063.56	\$28.65	\$46,753.55	\$4,250.32	\$29.97
FOOD SERVICE WORKER POT WASHER	208	10	48	\$35,111.03	\$3,191.91	\$22.51	\$36,711.63	\$3,337.42	\$23.53	\$38,333.99	\$3,484.91	\$24.57	\$39,999.89	\$3,636.35	\$25.64	\$41,839.84	\$3,803.62	\$26.82
FOOD SERVICE WORKER/CASHIER	208	10	47	\$34,489.42	\$3,135.40	\$22.11	\$35,940.86	\$3,267.35	\$23.04	\$37,566.31	\$3,415.12	\$24.08	\$39,253.96	\$3,568.54	\$25.16	\$41,006.89	\$3,727.90	\$26.29
GARDENER	260	5	58	\$54,626.39	\$4,552.20	\$28.01	\$57,056.06	\$4,754.67	\$29.26	\$59,726.87	\$4,977.24	\$30.63	\$62,264.21	\$5,188.68	\$31.93	\$65,148.86	\$5,429.07	\$33.41
GARDENER LEAD WORKER	260	5	64	\$62,264.21	\$5,188.68	\$31.93	\$65,148.86	\$5,429.07	\$33.41	\$68,192.76	\$5,682.73	\$34.97	\$71,320.09	\$5,943.34	\$36.57	\$74,576.30	\$6,214.69	\$38.24
GARDENER OPERATOR	260	5	62	\$59,726.87	\$4,977.24	\$30.63	\$62,264.21	\$5,188.68	\$31.93	\$65,148.86	\$5,429.07	\$33.41	\$68,192.76	\$5,682.73	\$34.97	\$71,320.09	\$5,943.34	\$36.57
GARDENER OPERATOR LEADWORKER	260	5	65	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17
GARDENER TREE TOPPER	260	5	63	\$61,060.01	\$5,088.33	\$31.31	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45
GARDENER TREE TOPPER LEADWORKER	260	5	67	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00
GENERAL MAINTENANCE ASSISTANT	260	5	65	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17
GENERAL MECHANIC	260	5	73	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00	\$83,682.22	\$6,973.52	\$42.91	\$87,555.72	\$7,296.31	\$44.90	\$91,781.10	\$7,648.43	\$47.07
GLAZIER	260	5	73	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00	\$83,682.22	\$6,973.52	\$42.91	\$87,555.72	\$7,296.31	\$44.90	\$91,781.10	\$7,648.43	\$47.07
GRADUATE TUTOR	208	10	66	\$52,117.98	\$4,738.00	\$33.41	\$54,554.62	\$4,959.51	\$34.97	\$57,056.59	\$5,186.96	\$36.57	\$59,661.07	\$5,423.73	\$38.24	\$62,374.36	\$5,670.40	\$39.98
GRADUATE TUTOR BILINGUAL	208	10	67	\$53,423.42	\$4,856.67	\$34.25	\$55,857.33	\$5,077.94	\$35.81	\$58,421.03	\$5,311.00	\$37.45	\$61,110.99	\$5,555.54	\$39.17	\$63,956.18	\$5,814.20	\$41.00
GROUNDS WORKER	260	5	49	\$44,925.96	\$3,743.83	\$23.04	\$46,959.78	\$3,913.32	\$24.08	\$49,067.92	\$4,088.99	\$25.16	\$51,257.96	\$4,271.50	\$26.29	\$53,473.76	\$4,456.15	\$27.42
HEAD CUSTODIAN ELEMENTARY	260	5	58	\$54,626.39	\$4,552.20	\$28.01	\$57,056.06	\$4,754.67	\$29.26	\$59,726.87	\$4,977.24	\$30.63	\$62,264.21	\$5,188.68	\$31.93	\$65,148.86	\$5,429.07	\$33.41
HEATING VENTILATING ASSISTANT	260	5	65	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17
HEATING/VENTILATING MECHANIC	260	5	73	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00	\$83,682.22	\$6,973.52	\$42.91	\$87,555.72	\$7,296.31	\$44.90	\$91,781.10	\$7,648.43	\$47.07
HUMAN RESOURCES CLERK	260	5	60	\$57,056.06	\$4,754.67	\$29.26	\$59,726.87	\$4,977.24	\$30.63	\$62,264.21	\$5,188.68	\$31.93	\$65,148.86	\$5,429.07	\$33.41	\$68,192.76	\$5,682.73	\$34.97
HUMAN RESOURCES CREDENTIAL TECHNICIAN	260	5	71	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00	\$83,682.22	\$6,973.52	\$42.91	\$87,555.72	\$7,296.31	\$44.90
HUMAN RESOURCES TECHNICIAN	260	5	66	\$65,148.86	\$5,429.07	\$33.41	\$68,192.76	\$5,682.73	\$34.97	\$71,320.09	\$5,943.34	\$36.57	\$74,576.30	\$6,214.69	\$38.24	\$77,969.02	\$6,497.42	\$39.98

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
TEAMSTERS LOCAL UNION No. 856
SALARY SCHEDULES 5 THROUGH 23
2026 - 2027

3% increase effective 7/1/2026

JOB TITLE	DAYS	SCHEDULE	RANGE	STEP 1			STEP 2			STEP 3			STEP 4			STEP 5		
				Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
INDUSTRIAL TECHNOLOGIES MAKER SPACE MGR	208	10	73	\$61,110.96	\$5,555.54	\$39.17	\$63,956.17	\$5,814.20	\$41.00	\$66,945.76	\$6,085.98	\$42.91	\$70,044.58	\$6,367.69	\$44.90	\$73,424.88	\$6,674.99	\$47.07
INFORMATION TECH HELP DESK	260	5	66	\$65,148.86	\$5,429.07	\$33.41	\$68,192.76	\$5,682.73	\$34.97	\$71,320.09	\$5,943.34	\$36.57	\$74,576.30	\$6,214.69	\$38.24	\$77,969.02	\$6,497.42	\$39.98
INST. ASSIST. SP. ED. VISUALLY IMPAIRED	208	10	52	\$38,333.99	\$3,484.91	\$24.57	\$39,999.89	\$3,636.35	\$25.64	\$41,839.84	\$3,803.62	\$26.82	\$43,701.51	\$3,972.86	\$28.01	\$45,644.01	\$4,149.46	\$29.26
INST. ASST. SP. ED. DEAF/HARD HEARING	208	10	52	\$38,333.99	\$3,484.91	\$24.57	\$39,999.89	\$3,636.35	\$25.64	\$41,839.84	\$3,803.62	\$26.82	\$43,701.51	\$3,972.86	\$28.01	\$45,644.01	\$4,149.46	\$29.26
INSTRUCTIONAL AIDES	208	10	43	\$31,710.88	\$2,882.81	\$20.33	\$33,146.76	\$3,013.34	\$21.25	\$34,489.42	\$3,135.40	\$22.11	\$35,940.85	\$3,267.35	\$23.04	\$37,566.31	\$3,415.12	\$24.08
INSTRUCTIONAL AIDES BILINGUAL	208	10	44	\$32,332.48	\$2,939.32	\$20.73	\$33,759.04	\$3,069.00	\$21.64	\$35,111.03	\$3,191.91	\$22.51	\$36,711.63	\$3,337.42	\$23.53	\$38,333.99	\$3,484.91	\$24.57
INSTRUCTIONAL MEDIA TECHNICIAN	260	5	65	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17
INTERPRETER DEAF/HARD HEARING	208	10	64	\$49,811.84	\$4,528.35	\$31.93	\$52,117.98	\$4,738.00	\$33.41	\$54,554.62	\$4,959.51	\$34.97	\$57,056.59	\$5,186.96	\$36.57	\$59,661.07	\$5,423.73	\$38.24
INTERPRETER/TRANSLATOR BILINGUAL I	260	5	63	\$61,060.01	\$5,088.33	\$31.31	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45
INTERPRETER/TRANSLATOR BILINGUAL II	260	5	67	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00
IRRIGATION EQUIPMENT TECHNICIAN	260	5	68	\$68,192.76	\$5,682.73	\$34.97	\$71,320.09	\$5,943.34	\$36.57	\$74,576.30	\$6,214.69	\$38.24	\$77,969.02	\$6,497.42	\$39.98	\$81,683.30	\$6,806.94	\$41.89
IRRIGATION TECHNICIAN	260	5	68	\$68,192.76	\$5,682.73	\$34.97	\$71,320.09	\$5,943.34	\$36.57	\$74,576.30	\$6,214.69	\$38.24	\$77,969.02	\$6,497.42	\$39.98	\$81,683.30	\$6,806.94	\$41.89
LEAD ASSESSMENT TECHNICIAN	260	5	66	\$65,148.86	\$5,429.07	\$33.41	\$68,192.76	\$5,682.73	\$34.97	\$71,320.09	\$5,943.34	\$36.57	\$74,576.30	\$6,214.69	\$38.24	\$77,969.02	\$6,497.42	\$39.98
LIBRARY MEDIA SPECIALIST	217	11	57	\$44,630.02	\$4,057.27	\$27.42	\$46,632.54	\$4,239.32	\$28.65	\$48,778.10	\$4,434.37	\$29.97	\$50,961.62	\$4,632.87	\$31.31	\$53,261.61	\$4,841.96	\$32.73
LIBRARY RESOURCE SECRETARY	260	5	55	\$51,257.96	\$4,271.50	\$26.29	\$53,473.76	\$4,456.15	\$27.42	\$55,873.09	\$4,656.09	\$28.65	\$58,443.81	\$4,870.32	\$29.97	\$61,060.01	\$5,088.33	\$31.31
LOCKSMITH	260	5	73	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00	\$83,682.22	\$6,973.52	\$42.91	\$87,555.72	\$7,296.31	\$44.90	\$91,781.10	\$7,648.43	\$47.07
MAILROOM TECHNICIAN/DELIVERY WORKER	260	5	55	\$51,257.96	\$4,271.50	\$26.29	\$53,473.76	\$4,456.15	\$27.42	\$55,873.09	\$4,656.09	\$28.65	\$58,443.81	\$4,870.32	\$29.97	\$61,060.01	\$5,088.33	\$31.31
NETWORK TECHNICIAN	260	5	74	\$77,969.02	\$6,497.42	\$39.98	\$81,683.30	\$6,806.94	\$41.89	\$85,499.18	\$7,124.93	\$43.85	\$89,480.34	\$7,456.70	\$45.89	\$93,596.50	\$7,799.71	\$48.00
OFFICE MACHINE REPAIR WORKER	260	5	63	\$61,060.01	\$5,088.33	\$31.31	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45
OFFICE MACHINE TECHNICIAN	260	5	70	\$71,320.09	\$5,943.34	\$36.57	\$74,576.30	\$6,214.69	\$38.24	\$77,969.02	\$6,497.42	\$39.98	\$81,683.30	\$6,806.94	\$41.89	\$85,499.18	\$7,124.93	\$43.85
OPERATIONS SECRETARY	260	5	61	\$58,443.81	\$4,870.32	\$29.97	\$61,060.01	\$5,088.33	\$31.31	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81
OPERATIONS TECHNICIAN	260	5	65	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17
PAINTER	260	5	73	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00	\$83,682.22	\$6,973.52	\$42.91	\$87,555.72	\$7,296.31	\$44.90	\$91,781.10	\$7,648.43	\$47.07
PAINTER ASSISTANT	260	5	65	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17
PARENT LIAISON WORKER	208	10	53	\$39,253.96	\$3,568.54	\$25.16	\$41,006.89	\$3,727.90	\$26.29	\$42,778.43	\$3,888.95	\$27.42	\$44,699.20	\$4,063.56	\$28.65	\$46,753.55	\$4,250.32	\$29.97
PAYROLL CLERK	260	5	60	\$57,056.06	\$4,754.67	\$29.26	\$59,726.87	\$4,977.24	\$30.63	\$62,264.21	\$5,188.68	\$31.93	\$65,148.86	\$5,429.07	\$33.41	\$68,192.76	\$5,682.73	\$34.97
PAYROLL LEAD TECHNICIAN	260	5	70	\$71,320.09	\$5,943.34	\$36.57	\$74,576.30	\$6,214.69	\$38.24	\$77,969.02	\$6,497.42	\$39.98	\$81,683.30	\$6,806.94	\$41.89	\$85,499.18	\$7,124.93	\$43.85
PAYROLL TECHNICIAN	260	5	66	\$65,148.86	\$5,429.07	\$33.41	\$68,192.76	\$5,682.73	\$34.97	\$71,320.09	\$5,943.34	\$36.57	\$74,576.30	\$6,214.69	\$38.24	\$77,969.02	\$6,497.42	\$39.98
PLUMBER	260	5	73	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00	\$83,682.22	\$6,973.52	\$42.91	\$87,555.72	\$7,296.31	\$44.90	\$91,781.10	\$7,648.43	\$47.07
PRESCHOOL CASHIER	260	5	54	\$50,000.67	\$4,166.72	\$25.64	\$52,299.86	\$4,358.32	\$26.82	\$54,626.39	\$4,552.20	\$28.01	\$57,056.06	\$4,754.67	\$29.26	\$59,726.87	\$4,977.24	\$30.63
PRESCHOOL COMMUNITY WORKER	224	13	53	\$42,273.52	\$3,843.05	\$25.16	\$44,161.26	\$4,014.66	\$26.29	\$46,069.08	\$4,188.10	\$27.42	\$48,137.61	\$4,376.15	\$28.65	\$50,349.99	\$4,577.27	\$29.97
PROCUREMENT TRAINING TECHNICIAN	260	5	60	\$57,056.06	\$4,754.67	\$29.26	\$59,726.87	\$4,977.24	\$30.63	\$62,264.21	\$5,188.68	\$31.93	\$65,148.86	\$5,429.07	\$33.41	\$68,192.76	\$5,682.73	\$34.97
PURCHASING TECHNICIAN	260	5	65	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17
REGISTRAR	260	5	57	\$53,473.76	\$4,456.15	\$27.42	\$55,873.09	\$4,656.09	\$28.65	\$58,443.81	\$4,870.32	\$29.97	\$61,060.01	\$5,088.33	\$31.31	\$63,815.75	\$5,317.98	\$32.73
REGISTRAR	225	14	57	\$46,274.76	\$3,856.23	\$27.42	\$48,352.50	\$4,029.38	\$28.65	\$50,574.78	\$4,214.57	\$29.97	\$52,840.77	\$4,403.40	\$31.31	\$55,224.44	\$4,602.04	\$32.73
RESEARCH AND TESTING ASSISTANT	260	5	64	\$62,264.21	\$5,188.68	\$31.93	\$65,148.86	\$5,429.07	\$33.41	\$68,192.76	\$5,682.73	\$34.97	\$71,320.09	\$5,943.34	\$36.57	\$74,576.30	\$6,214.69	\$38.24
ROOFER	260	5	73	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00	\$83,682.22	\$6,973.52	\$42.91	\$87,555.72	\$7,296.31	\$44.90	\$91,781.10	\$7,648.43	\$47.07
SAFETY/DISASTER PREPAR OFFICER	260	5	68	\$68,192.76	\$5,682.73	\$34.97	\$71,320.09	\$5,943.34	\$36.57	\$74,576.30	\$6,214.69	\$38.24	\$77,969.02	\$6,497.42	\$39.98	\$81,683.30	\$6,806.94	\$41.89
SCH COMMUNITY OUTREACH SPEC BILINGUAL	208	10	60	\$45,644.01	\$4,149.46	\$29.26	\$47,782.32	\$4,343.85	\$30.63	\$49,811.84	\$4,528.35	\$31.93	\$52,117.98	\$4,738.00	\$33.41	\$54,554.62	\$4,959.51	\$34.97
SCH COMMUNITY OUTREACH WORKER BILINGUAL	217	11	57	\$44,630.02	\$4,057.27	\$27.42	\$46,632.54	\$4,239.32	\$28.65	\$48,778.10	\$4,434.37	\$29.97	\$50,961.62	\$4,632.87	\$31.31	\$53,261.61	\$4,841.96	\$32.73

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
TEAMSTERS LOCAL UNION No. 856
SALARY SCHEDULES 5 THROUGH 23
2026 - 2027

3% increase effective 7/1/2026

JOB TITLE	DAYS	SCHEDULE	RANGE	STEP 1			STEP 2			STEP 3			STEP 4			STEP 5		
				Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
SCHOOL COMMUNITY OUTREACH SPECIALIST	208	10	59	\$44,699.20	\$4,063.56	\$28.65	\$46,753.55	\$4,250.32	\$29.97	\$48,848.34	\$4,440.76	\$31.31	\$51,051.93	\$4,641.08	\$32.73	\$53,423.31	\$4,856.66	\$34.25
SCHOOL COMMUNITY OUTREACH WORKER	217	11	56	\$43,650.21	\$3,968.20	\$26.82	\$45,592.44	\$4,144.77	\$28.01	\$47,619.00	\$4,329.00	\$29.26	\$49,849.83	\$4,531.80	\$30.63	\$51,967.16	\$4,724.29	\$31.93
SCHOOL COMMUNITY WORKER	224	13	52	\$41,282.77	\$3,752.98	\$24.57	\$43,076.80	\$3,916.07	\$25.64	\$45,058.29	\$4,096.21	\$26.82	\$47,063.18	\$4,278.47	\$28.01	\$49,155.10	\$4,468.65	\$29.26
SCHOOL COMMUNITY WORKER BILINGUAL	224	13	53	\$42,273.52	\$3,843.05	\$25.16	\$44,161.26	\$4,014.66	\$26.29	\$46,069.08	\$4,188.10	\$27.42	\$48,137.61	\$4,376.15	\$28.65	\$50,349.99	\$4,577.27	\$29.97
SCHOOL HEALTH AIDE	208	10	51	\$37,566.31	\$3,415.12	\$24.08	\$39,253.96	\$3,568.54	\$25.16	\$41,006.89	\$3,727.90	\$26.29	\$42,778.43	\$3,888.95	\$27.42	\$44,699.20	\$4,063.56	\$28.65
SCHOOL SECRETARY	227	16	58	\$47,693.04	\$4,335.73	\$28.01	\$49,814.33	\$4,528.58	\$29.26	\$52,146.15	\$4,740.56	\$30.63	\$54,361.44	\$4,941.95	\$31.93	\$56,879.97	\$5,170.91	\$33.41
SCHOOL SECRETARY BILINGUAL	227	16	59	\$48,782.29	\$4,434.75	\$28.65	\$51,024.32	\$4,638.57	\$29.97	\$53,310.45	\$4,846.40	\$31.31	\$55,715.33	\$5,065.03	\$32.73	\$58,303.31	\$5,300.30	\$34.25
SECONDARY SCHOOL CASHIER	225	14	54	\$43,269.12	\$3,933.56	\$25.64	\$45,259.45	\$4,114.50	\$26.82	\$47,273.26	\$4,297.57	\$28.01	\$49,374.53	\$4,488.59	\$29.26	\$51,687.61	\$4,698.87	\$30.63
SENIOR ACCOUNT CLERK	260	5	60	\$57,056.06	\$4,754.67	\$29.26	\$59,726.87	\$4,977.24	\$30.63	\$62,264.21	\$5,188.68	\$31.93	\$65,148.86	\$5,429.07	\$33.41	\$68,192.76	\$5,682.73	\$34.97
SENIOR BUDGET CONTROL CLERK	260	5	62	\$59,726.87	\$4,977.24	\$30.63	\$62,264.21	\$5,188.68	\$31.93	\$65,148.86	\$5,429.07	\$33.41	\$68,192.76	\$5,682.73	\$34.97	\$71,320.09	\$5,943.34	\$36.57
SENIOR DESKTOP SUPPORT TECHNICIAN	260	5	75	\$79,945.21	\$6,662.10	\$41.00	\$83,682.22	\$6,973.52	\$42.91	\$87,555.72	\$7,296.31	\$44.90	\$91,781.10	\$7,648.43	\$47.07	\$96,024.64	\$8,002.05	\$49.24
SENIOR DUPLICATION SPECIALST	260	5	59	\$55,873.09	\$4,656.09	\$28.65	\$58,443.81	\$4,870.32	\$29.97	\$61,060.01	\$5,088.33	\$31.31	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25
SENIOR OFFICE MACHINE REPAIR WORKER	260	5	67	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00
SENIOR OFFICE MACHINE TECHNICIAN	260	5	75	\$79,945.21	\$6,662.10	\$41.00	\$83,682.22	\$6,973.52	\$42.91	\$87,555.72	\$7,296.31	\$44.90	\$91,781.10	\$7,648.43	\$47.07	\$96,024.64	\$8,002.05	\$49.24
SENIOR SCHOOL FACILITIES SPECIALIST	260	5	71	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00	\$83,682.22	\$6,973.52	\$42.91	\$87,555.72	\$7,296.31	\$44.90
SENIOR WAREHOUSE WORKER	260	5	69	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00	\$83,682.22	\$6,973.52	\$42.91
SHEET METAL WORKER	260	5	73	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00	\$83,682.22	\$6,973.52	\$42.91	\$87,555.72	\$7,296.31	\$44.90	\$91,781.10	\$7,648.43	\$47.07
SP. ED. EMPLOYMENT SPECIALIST	225	14	65	\$55,225.16	\$5,020.47	\$32.73	\$57,789.75	\$5,253.61	\$34.25	\$60,422.58	\$5,492.96	\$35.81	\$63,195.85	\$5,745.08	\$37.45	\$66,105.62	\$6,009.60	\$39.17
SP. ED. INFORMATION SYSTEMS TECHNICIAN	260	5	75	\$79,945.21	\$6,662.10	\$41.00	\$83,682.22	\$6,973.52	\$42.91	\$87,555.72	\$7,296.31	\$44.90	\$91,781.10	\$7,648.43	\$47.07	\$96,024.64	\$8,002.05	\$49.24
SPECIAL ED. ADMINISTRATN TECHNICIAN	260	5	65	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17
SPECIAL EDUCATION PARAPROFESSIONAL I	208	10	46	\$33,759.04	\$3,069.00	\$21.64	\$35,111.03	\$3,191.91	\$22.51	\$36,711.63	\$3,337.42	\$23.53	\$38,333.99	\$3,484.91	\$24.57	\$39,999.89	\$3,636.35	\$25.64
SPECIAL EDUCATION PARAPROFESSIONAL II	208	10	51	\$37,566.31	\$3,415.12	\$24.08	\$39,253.96	\$3,568.54	\$25.16	\$41,006.89	\$3,727.90	\$26.29	\$42,778.43	\$3,888.95	\$27.42	\$44,699.20	\$4,063.56	\$28.65
SPECIAL EDUCATION PARAPROFESSIONAL III	208	10	53	\$39,253.96	\$3,568.54	\$25.16	\$41,006.89	\$3,727.90	\$26.29	\$42,778.43	\$3,888.95	\$27.42	\$44,699.20	\$4,063.56	\$28.65	\$46,753.55	\$4,250.32	\$29.97
SPECIAL EDUCATION TECHNICIAN	260	5	65	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17
STAFF SECRETARY	260	5	58	\$54,626.39	\$4,552.20	\$28.01	\$57,056.06	\$4,754.67	\$29.26	\$59,726.87	\$4,977.24	\$30.63	\$62,264.21	\$5,188.68	\$31.93	\$65,148.86	\$5,429.07	\$33.41
STAFF SECRETARY BILINGUAL	260	5	59	\$55,873.09	\$4,656.09	\$28.65	\$58,443.81	\$4,870.32	\$29.97	\$61,060.01	\$5,088.33	\$31.31	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25
STATE REPORTING TECHNICIAN	260	5	65	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17
STUDENT INFORMATION SYSTEM TECHNICIAN	260	5	59	\$55,873.09	\$4,656.09	\$28.65	\$58,443.81	\$4,870.32	\$29.97	\$61,060.01	\$5,088.33	\$31.31	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25
SYSTEMS ADMINISTRATOR	260	5	85	\$100,542.73	\$8,378.56	\$51.56	\$104,892.46	\$8,741.04	\$53.79	\$109,565.25	\$9,130.44	\$56.19	\$114,457.91	\$9,538.16	\$58.70	\$119,531.09	\$9,960.92	\$61.30
TECH. ASSISTANT VISUALLY IMPAIRED	227	16	54	\$43,653.73	\$3,968.52	\$25.64	\$45,661.73	\$4,151.07	\$26.82	\$47,693.47	\$4,335.77	\$28.01	\$49,813.43	\$4,528.49	\$29.26	\$52,147.05	\$4,740.64	\$30.63
TRADES ASSISTANT	260	5	65	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17
TRANSPORTATION SPECIALIST	260	5	71	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00	\$83,682.22	\$6,973.52	\$42.91	\$87,555.72	\$7,296.31	\$44.90
TRUANCY TECHNICIAN	227	16	64	\$54,361.44	\$4,941.95	\$31.93	\$56,879.98	\$5,170.91	\$33.41	\$59,537.51	\$5,412.50	\$34.97	\$62,267.92	\$5,660.72	\$36.57	\$65,110.85	\$5,919.17	\$38.24
TRUANCY TECHNICIAN BILINGUAL	227	16	65	\$55,716.06	\$5,065.10	\$32.73	\$58,303.43	\$5,300.31	\$34.25	\$60,959.67	\$5,541.79	\$35.81	\$63,757.59	\$5,796.14	\$37.45	\$66,693.22	\$6,063.02	\$39.17
TYPIST CLERK I	212	17	47	\$35,152.67	\$3,195.70	\$22.11	\$36,632.04	\$3,330.19	\$23.04	\$38,288.75	\$3,480.80	\$24.08	\$40,008.85	\$3,637.17	\$25.16	\$41,795.47	\$3,799.59	\$26.29
TYPIST CLERK I BILINGUAL	212	17	48	\$35,786.24	\$3,253.29	\$22.51	\$37,417.61	\$3,401.60	\$23.53	\$39,071.19	\$3,551.93	\$24.57	\$40,769.11	\$3,706.28	\$25.64	\$42,644.45	\$3,876.77	\$26.82
TYPIST CLERK II	225	14	52	\$41,467.10	\$3,769.74	\$24.57	\$43,269.12	\$3,933.56	\$25.64	\$45,259.45	\$4,114.50	\$26.82	\$47,273.26	\$4,297.57	\$28.01	\$49,374.53	\$4,488.59	\$29.26
TYPIST CLERK II	260	5	52	\$47,918.31	\$3,993.19	\$24.57	\$50,000.67	\$4,166.72	\$25.64	\$52,299.86	\$4,358.32	\$26.82	\$54,626.39	\$4,552.20	\$28.01	\$57,056.06	\$4,754.67	\$29.26
TYPIST CLERK II BILINGUAL	225	14	53	\$42,462.23	\$3,860.20	\$25.16	\$44,358.41	\$4,032.58	\$26.29	\$46,274.76	\$4,206.80	\$27.42	\$48,352.50	\$4,395.68	\$28.65	\$50,574.78	\$4,597.71	\$29.97
TYPIST CLERK II BILINGUAL	260	5	53	\$49,067.92	\$4,088.99	\$25.16	\$51,257.96	\$4,271.50	\$26.29	\$53,473.76	\$4,456.15	\$27.42	\$55,873.09	\$4,656.09	\$28.65	\$58,443.81	\$4,870.32	\$29.97

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
TEAMSTERS LOCAL UNION No. 856
SALARY SCHEDULES 5 THROUGH 23
2026 - 2027

3% increase effective 7/1/2026

JOB TITLE	DAYS	SCHEDULE	RANGE	STEP 1			STEP 2			STEP 3			STEP 4			STEP 5		
				Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
TYPIST CLERK II/WORK EXPERIENCE	208	10	52	\$38,333.99	\$3,484.91	\$24.57	\$39,999.89	\$3,636.35	\$25.64	\$41,839.84	\$3,803.62	\$26.82	\$43,701.51	\$3,972.86	\$28.01	\$45,644.01	\$4,149.46	\$29.26
TYPIST CLERK III	260	5	57	\$53,473.76	\$4,456.15	\$27.42	\$55,873.09	\$4,656.09	\$28.65	\$58,443.81	\$4,870.32	\$29.97	\$61,060.01	\$5,088.33	\$31.31	\$63,815.75	\$5,317.98	\$32.73
TYPIST CLERK III BILINGUAL	260	5	58	\$54,626.39	\$4,552.20	\$28.01	\$57,056.06	\$4,754.67	\$29.26	\$59,726.87	\$4,977.24	\$30.63	\$62,264.21	\$5,188.68	\$31.93	\$65,148.86	\$5,429.07	\$33.41
UPPER DIVISION TUTOR	208	10	43	\$31,710.88	\$2,882.81	\$20.33	\$33,146.76	\$3,013.34	\$21.25	\$34,489.42	\$3,135.40	\$22.11	\$35,940.85	\$3,267.35	\$23.04	\$37,566.31	\$3,415.12	\$24.08
UPPER DIVISION TUTOR BILINGUAL	208	10	44	\$32,332.48	\$2,939.32	\$20.73	\$33,759.04	\$3,069.00	\$21.64	\$35,111.03	\$3,191.91	\$22.51	\$36,711.63	\$3,337.42	\$23.53	\$38,333.99	\$3,484.91	\$24.57
UTILITY WORKER-OPERATIONS	260	5	65	\$63,815.75	\$5,317.98	\$32.73	\$66,779.26	\$5,564.94	\$34.25	\$69,821.65	\$5,818.47	\$35.81	\$73,026.31	\$6,085.53	\$37.45	\$76,388.71	\$6,365.73	\$39.17
VISION AND HEARING ASSISTANT FOR TEACHER	208	10	55	\$41,006.89	\$3,727.90	\$26.29	\$42,778.43	\$3,888.95	\$27.42	\$44,699.20	\$4,063.56	\$28.65	\$46,753.55	\$4,250.32	\$29.97	\$48,848.34	\$4,440.76	\$31.31
VOIP - PROGRAMMER TECHNICIAN	260	5	85	\$100,542.73	\$8,378.56	\$51.56	\$104,892.46	\$8,741.04	\$53.79	\$109,565.25	\$9,130.44	\$56.19	\$114,457.91	\$9,538.16	\$58.70	\$119,531.09	\$9,960.92	\$61.30
WAREHOUSE WORKER/DRIVER	260	5	64	\$62,264.21	\$5,188.68	\$31.93	\$65,148.86	\$5,429.07	\$33.41	\$68,192.76	\$5,682.73	\$34.97	\$71,320.09	\$5,943.34	\$36.57	\$74,576.30	\$6,214.69	\$38.24
WELDER	260	5	73	\$76,388.71	\$6,365.73	\$39.17	\$79,945.21	\$6,662.10	\$41.00	\$83,682.22	\$6,973.52	\$42.91	\$87,555.72	\$7,296.31	\$44.90	\$91,781.10	\$7,648.43	\$47.07

Longevity after:	Monthly:
5 Years:	\$100.00
10 Years:	\$200.00
15 Years:	\$250.00
20 Years:	\$300.00
25 Years:	\$325.00
30 Years:	\$350.00
35 Years:	\$375.00

Approved by the Board of Education 01/21/2026